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TEAMSTER CONVOY DISPATCH

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

June/July 1995 #142



Carhaul Contract Battle

Aggressive Employers, Aggressive Teamsters

Teamster carhaulers were poised for a national strike in early June, but instead opted to stay on the job until their bargaining power is maximized. "If we have to strike, we'll strike when the iron is hot—not when it's the best time for management," Ron Carey stated in explaining the strategy.

At stake are demands for employer concessions that would undermine not only 15,000 Teamsters, but one of our best contracts. The stakes are high, and both the employers and the union are using aggressive new tactics in the battle.

The employers are working to divide our union. "The carriers are trying to separate the rank and file Teamster from our negotiating committee by saying that they are irresponsible and unreasonable, and get their Teamster employees to join forces with the company against the negotiating committee," Detroit carhauler Mike Stanfill explained.

Back in April the employers sent a slick, consultant-produced videotape to every employee. They also escalated "team" tactics to soften up the workforce.

In May they started to drop some of their long list of concessionary demands, and then dressed up their proposal in slick terminology. For example, their demand to have individual locals underbid each other (to get work from other Teamsters) is called "work restoration."

In June they put out letters to members outlining their so-

called final offer, which contains a few sweeteners but is designed to undermine the carhaul contract and paint the union negotiating committee as unreasonable.

The employers even put out a press release saying the union refused to meet with them, and calling for federal mediation. But the lie was too obvious: the employer negotiators were meeting with Carey exactly when the press release went out!

Union Strategy

On June 5 representatives from 70 local unions met in Washington, D.C., and voted unanimously to recommend rejection of the employers' offer. It was there that Ron Carey outlined what he called the "smart strategy" to win a good contract.

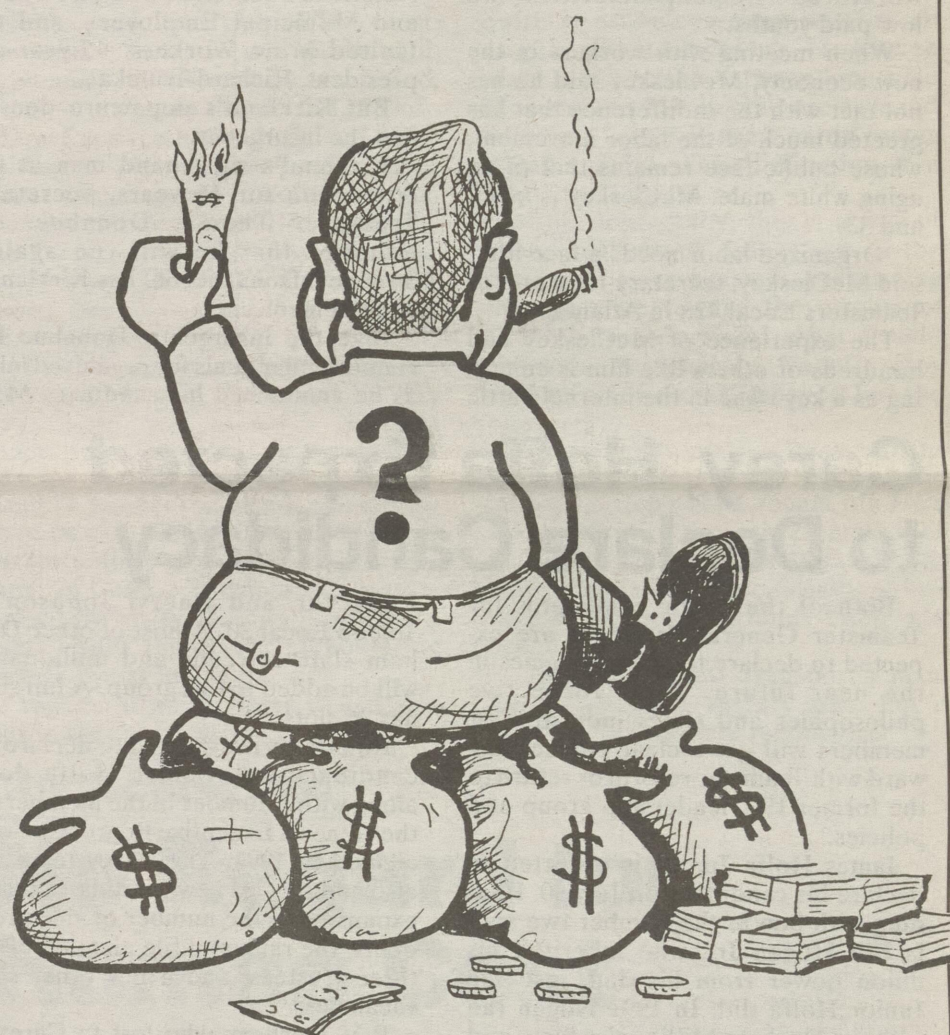
The plan was supported by the negotiating committee, which contains some officers who not long ago were hauling cars themselves, including Ronnie Greene of Jacksonville, Fla., Local 512, International VP Ken Mee of San Jose, Calif., Local 287, and Bob Wade of Denver Local 961.

The plan includes engaging in a corporate campaign, featuring handbilling of targeted General Motors dealerships to put pressure on the largest shipper. And it includes staying on the job, under the old contract, to bring a strike deadline closer to the time the new car models start rolling off the assembly lines later in the summer.

While many carhaulers were

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Name That Lucky Teamster



Can you guess what Teamster official bagged over \$400,000 from the union treasury last year, a raise of more than 100 percent in just one year?

Hint: He's a declared candidate for IBT office, allied with Junior Hoffa, and a major sponsor of Junior's campaign.

Call, mail or fax your answer to: Name That Lucky Teamster, c/o TDU national headquarters, P.O. Box 10128, Detroit, Mich. 48210, (313) 842-2600, fax (313) 842-0227. And see next issue.

Teamsters for a Democratic Union

P.O. Box 10128
Detroit, Mich. 48210
(313) 842-2600

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This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU to help improve our union. See application form on back page.

Kirkland Retires, Reform Pressure Mounts in AFL-CIO

The following is excerpted from an article in the June 13 Atlanta Journal and Constitution.

James McCleskey, Local 528 secretary-treasurer and TDU member, was part of a reform slate that recently swept that local.

History may say it was the experiences of people like Atlanta unionist James McCleskey that ultimately led to the unprecedented, forced retirement of AFL-CIO chief Lane Kirkland on Monday.

McCleskey thinks labor has taken a wrong turn by failing to shift its emphasis from predominately white working men in manufacturing to fast-growing segments of the modern workforce—women, minorities and low-paid youths.

When meeting with workers in the new economy, McCleskey said he has not met with the indifference that has greeted much of the labor movement, whose public face remains that of an aging white male. McCleskey is black and 33.

"Organized labor needs a face lift," said McCleskey, secretary-treasurer of Teamsters Local 728 in Atlanta.

The experience of McCleskey and hundreds of others like him is emerging as a key issue in the internal battle

at the AFL-CIO, the world's largest federation of labor unions. ...

The insurgents who challenged the 73-year-old Kirkland, forcing his retirement, have made the enlistment of more minorities, women and youths a primary goal.

The challengers are expected today to name a slate of candidates for the AFL-CIO leadership headed by John Sweeney, 61, president of the Service Employees International Union, one of the few unions that has grown in recent years by organizing women and minorities.

He is expected to be joined by a Hispanic woman, Linda Chavez-Thompson, a vice president of the American Federation of State, County and Municipal Employees, and the United Mine Workers' 45-year-old president, Richard Trumka ...

But Kirkland's departure doesn't end the insurgency.

Kirkland's right-hand man at the federation for 16 years, Secretary-Treasurer Thomas Donahue, announced that he will run against Sweeney. Donahue, 66, has Kirkland's endorsement.

Like the insurgents, Donahue has stated similar goals for organized labor as he announced his candidacy Mon-

day.

"I feel strongly that it's time for a woman or minority (running mate)," Donahue said. "I don't know anyone in this movement who doesn't want to see more organizing and fuller participation."

Many had hoped Kirkland's retirement would allow Donahue to end the battle declared by Kirkland's challengers, but that appeared unlikely.

Although most differences between Sweeney and Donahue seem to be more of style than substance, leaders of the unions that orchestrated the revolt against Kirkland said Monday that Donahue had become tainted by his close association with Kirkland, and there would be no rallying around him.

"The train has left the station," said Ron Carey, president of the Teamsters, the largest union in the federation. "This is about a labor movement that has teeth in this country, working and fighting not just for union people but all working people."

Donahue is expected to easily win an election among the AFL-CIO's top policy makers to fill the remainder of Kirkland's term, which expires in October.

But the real battle is focused on the federation's annual convention in October. Union presidents will cast ballots weighted by the membership of their unions, and Sweeney has a clear edge.

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1994 for one year. Our Rank & File Convention had nearly 600 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Carey, Hoffa Expected to Declare Candidacy

Both of the major candidates for Teamster General President are expected to declare their candidacies in the near future. Their respective philosophies and slates indicate that members will get a clear choice: forward with Teamster reform or return to the former IBT leadership group and policies.

James Hoffa Junior is expected to declare his candidacy on July 30. Running with him in the number two spot is Bill Hogan Jr., who inherited his union power from his dad, just like Junior Hoffa did. In 1991 Hogan ran with the Durham Millionaire Slate and boasted in a campaign speech, "I am living proof that nepotism works!"

Apparently also on Junior Hoffa's slate are Phil Young of Kansas City Local 41, Frank Wsol of Chicago Local 710, Chuck Mack of Oakland, Calif.,

Local 70, and Cheryl Johnson of Toledo Local 20. A host of other Durham slate retreads and millionaires will be added to this group. A full slate has 26 slots.

Ron Carey is expected to declare his candidacy well before Hoffa does, along with a number of the members of the General Executive Board who were elected in 1991. The Carey team can also add several new candidates due to expansion in the number of vice presidents, the rank and file election of the three trustees, and a few other slate vacancies.

R.V. Durham, who lost to Carey in 1991, has recently decided to support the Junior Hoffa slate, after spending much of the past year attacking Hoffa as totally unqualified. Hoffa has never been elected to any Teamster post, even shop steward.



TDU International Steering Committee

Co-Chairs:

Dan Campbell, San Antonio Local 657
Joe Fahey, Watsonville, Calif., Local 912
Diana Kilmury, Vancouver, B.C., Local 155
Michael Sawwir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Frieda Burgan, Phoenix Local 104
Mike Caffrey, New York Local 868
Chuck Crawley, Houston Local 988

Members:

Pete Camarata, Detroit Local 299
Patricia Franks, Allentown, Pa., Local 773
Lucio Reyes, Stockton, Calif., Local 601
Tom Rose, Cleveland Local 507
Michael Ruscigno, New York Local 138
Sally Smith, Los Angeles Local 896
Mike Turnure, Minneapolis Local 320

Alternates:

Patrick McBride, Tacoma, Wash., Local 599
Lisa Hopper, Davenport, Iowa, Local 710
Bilal Chaka, Long Beach, Calif., Local 692

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How to Contact TDU

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

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FREIGHT NEWS

Ethics Committee Kicks out Carrington

Former Grievance Chair Had Management Present Cases

Memphis Local 667 president Jimmy Carrington is out of the Teamsters union at the end of June, after Ron Carey acted on a recommendation of the IBT Ethical Practices Committee. Carey removed Carrington for allowing Roadway management to present grievances on behalf of the union, while falsifying the record to reflect that Carrington himself presented the cases.

Carrington committed this foul act in February 1994 at the Southern Conference freight grievance panel. He permitted Roadway's labor rep, Billy Graham, to present the union's case for four grievances, while falsifying the record to show that Carrington did it. Three of the four cases were against Roadway itself.

All four Teamsters lost their cases, which mostly involved pay claims.

Carrington was the old guard's Director of Freight for the Southern

Conference (until the conferences were abolished last year) at the time. So the leader of all Teamster officials in freight for the South had a management official present cases for our union.

Carrington's defense in his Ethical Practices hearing was that he had a sore throat that day, and also that he didn't feel the members had good cases anyway. The EPC totally rejected such nonsense and found that Carrington violated his oath of office.

His penalty is a six-month suspension from office and permanent bar from being involved in grievance panels. Carrington will retire, taking his nice pensions into the sunset.

Roadway Needs Ethics, Too

We might ask what Roadway's top management and Board of Directors think about their part in this corruption. Their labor rep, Billy Graham,

falsified a transcript to conceal his part in this dirty deal.

We can understand that a corporation is out to beat us on grievances. But to participate in this kind of corruption

goes beyond that. Let's see if Roadway takes action against Graham, as our International union has against a corrupt official on our side.

We won't hold our breath waiting.

Seeks to Transfer Pension Money to Employers

Old Guard Hero Testifies for Management

Jack Yager was one of the most powerful officials in our union until September 1993, when he was expelled from our union by the elected IBT officers for sweetheart deals and conspiring to prevent grievance reform. Yager was at various times the head of the (now defunct) Central Conference, the Director of Freight, and the head negotiator of the NMFA under the old guard. Now he's gone, but definitely not forgotten.

A document recently obtained by TDU reveals that in January of this year Yager was at work—for the employers—to undercut the National Master Freight Agreement requirement of payment of pension contributions on casuals! He signed an affidavit for the notoriously anti-union management of Central Transport. Central is owned by Matty Moroun, who's been sued under the RICO racketeering statute by our union.

Yager's affidavit states that it was never the intent of the NMFA to re-

quire pension contributions for all casuals, just some casuals. He tries to make a distinction between long-time Teamsters and those who are new and aren't yet vested in the Central States Pension Fund. This distinction is a legal impossibility.

More importantly, this is a way of taking millions of dollars out of the pipeline for our pensions and turning that pipeline toward the owners of Central Transport and other freight carriers. Fortunately, Yager's ploy didn't work: Central Transport lost the case.

What is important for Teamsters to realize is that Jack Yager is not just an individual who's been bought off. He's a kingmaker, a top representative of the group that controls Junior Hoffa and that are using Junior's name as bait to put Yager and friends back into union power.

Yager is Central Transport's man. Junior Hoffa is Yager's man. Put it together to complete the picture.

Junior Hoffa on Freight

Junior Hoffa is talking a lot about the freight industry as he campaigns for IBT president. And with the massive changes of operations, anti-union threats, double breasting, and the decline of the industry due to deregulation, he may get some heads nodding.

But what would a Hoffa presidency mean for freight Teamsters? Two articles on this page give a preview of what that nightmare might be. They are about two old guard freight leaders, just the people Hoffa would put in charge.

One is about Jack Yager, former IBT Freight Director who, along with Junior Hoffa, worked for the Durham slate in 1991. The other is about Jimmy Carrington, former Southern Freight Director who worked with them for the Durham slate. (Memphis freight Teamsters rejected Carrington and elected pro-reform delegates from Local 667 for the 1991 IBT Convention.)

Read about Hoffa's freight leaders. Then you may want to take action to see that these people stay outside our union, where they belong.

Freight Lines

Roadway, CF, TNT Blame Discounts for Losses.

Major LTL freight carriers are blaming rate discounting for low profit margins expected in the second quarter of 1995. Roadway CEO Joseph Clapp blamed "aggressive discounting by other carriers" for an expected red-ink quarter by Roadway Express.

Roadway is slimming its management structure, cutting about 50 upper and middle management people.

TNT Freightways Corp. is forecasting a profitable quarter, but at a lower level than expected, and also named price cutting.

W. Roger Curry, Consolidated Freight's CEO, last month criticized discounting. He said that, "If some logic doesn't return to the pricing arena, LTL service will deteriorate, just as it has in the airline industry."

Jifflox by Any Other Name.

At most carriers Jifflox dollies are a thing of the past. But these dinosaurs (with a new name) are still in wide use at Roadway Express, where Teamsters have to wrestle 3,000-lb. monsters, often over potholes, at satellite terminals.

Teamsters who have suffered injuries as a result of handling Jifflox are invited to explore joining with others for effective legal recourse. If this applies to you or someone you know, contact TDU at (313) 842-2600.

CF's 'Network 2000'

No Regard for Human Cost

Consolidated Freightways management has been busy lately meeting with Teamster members coast to coast to explain their big plans for the future. Like many such corporate plans these days, it involves the concept of "leaner and meaner." The "lean" part is for us and the "mean" part is for management.

They've talked about a major change of operations coming down, perhaps the biggest one ever. But, as we go to press in mid-June, they haven't even presented it in writing to our union.

Management had the nerve to ask that the International union agree to schedule a date for a hearing on their change, when they had not even put on

paper what exactly it is. (Our union declined.)

Two major breakbulks will be closed in the Northeast—Pocono, Pa., and Chicopee, Mass.. As dock worker Tom O'Keefe from Pocono says about their plans: "The company held four meetings about their Network 2000 and where they're going in 30 years. Unfortunately they couldn't explain why most of us would not be going with it, or why a terminal that has made a profit for 15 years was going to close."

Our union cannot stop a corporation from "downsizing" or from making a change of operations. But we should do everything possible to protect our members and also let CF and other corporations know we mean to do so.

Our union should protect the seniority rights of our members when this issue comes to a change of operation.

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See page 7 for
more freight news.

UNITED PARCEL SERVICE

UPS Profits Soar To \$943 Million

1994 was a very good year for UPS and especially its top owner-managers. Revenues were up 10.1 percent to \$19.6 billion and net profits were up to \$943 million. This is a hefty 16.5 percent increase of net profits over 1993.

The operating ratio (of operating expenses to revenues) remained at 92 percent, which would be nirvana for almost any other big transportation company.

This enormous level of profitability was achieved while the company continued to lose a bundle on its international (non-U.S.) operations: \$327 million in 1994, which was an increase of \$60 million (or 22.6 percent) over UPS's foreign losses in 1993. UPS continues to pour a lot of money into the dream of providing world-wide delivery service. The plan of course is for this to pay off big-time at some point. But there is no light visible at the end of the tunnel. In contrast to relatively optimistic projections in past annual reports, the 1994 Report to Shareholders concedes, "UPS expects the cost of operating its international business to exceed revenue in the near future," and ventures no prediction on the longer term.

Indeed, UPS has announced a five-year investment plan of another \$1.1 billion to bolster its European opera-

tions. The massive investment plan includes \$300 million for ground vehicles, \$300 million for buildings and facilities, \$200 million for information technology and \$300 million for aircraft support.

It is critical to emphasize that this international expansion has been and continues to be financed entirely from the profits of the domestic operation, i.e., from the profits generated by UPS workers in the U.S. who will receive no payoff from this if and when the international operations become profitable. Every penny of that payoff will go to the owners of UPS.

As to the owners, they continue to do phenomenally well. The profit rate on equity—the fundamental measure of how well a company does for its owners—remained a bit over 20 percent. The relevant comparison is what you can earn on your savings in a bank. UPS is a gold mine for its owners.

And how did the owner-managers do? (See chart at right.) The top five increased their incomes (salaries plus bonuses) an average of 8.9 percent, about double the increase the rank and file received. But, of course, salaries and bonuses are not where UPS top management get their real gravy. The real action is in gaining stock in UPS. By this route all the inside (i.e., they

"work" for UPS) board members have become multi-millionaires. With the retirement of Paul Oberkotter, the new leader is UPS Chairman and Chief Executive "Oz" Nelson, whose shares are now worth almost \$8.7 million, a 16 percent wealth increase for Nelson this last year. But Oz Nelson has a long way to go to catch up with Oberkotter, who retired with some \$80 million in UPS stock, a nice little nest egg.

UPS projects an image as an employee owned and operated service team in which all are compensated according to their contribution to the team effort. Management has been

busy telling us about being on the "team." The facts tell us that something is wrong with this picture.

UPS also has been pitching that it is hurting financially, and Teamster employees need to tighten our belts and pull more weight. The facts presented here speak for themselves and show who's pulling the weight and who's gaining weight.

Economic analysis by Dr. Frank Thompson, a professor of Economics at the University of Michigan and former Teamster car hauler and business representative. Sources: UPS Reports to Shareholders, SEC, ICC.

1994 Compensation to Top Officers

Salaries & Bonuses

	1994 Salary	1994 Bonus	1994 Total
Kent C. Nelson	\$692,500	\$166,992	\$859,492
James P. Kelly	455,000	115,394	570,394
John W. Alden	365,000	94,213	459,213
Calvin E. Tyler Jr.	354,500	98,600	453,100
Joseph R. Modorow	335,750	92,609	428,359
Totals	\$2,202,750	\$567,808	\$2,770,558

Shares Owned & Value

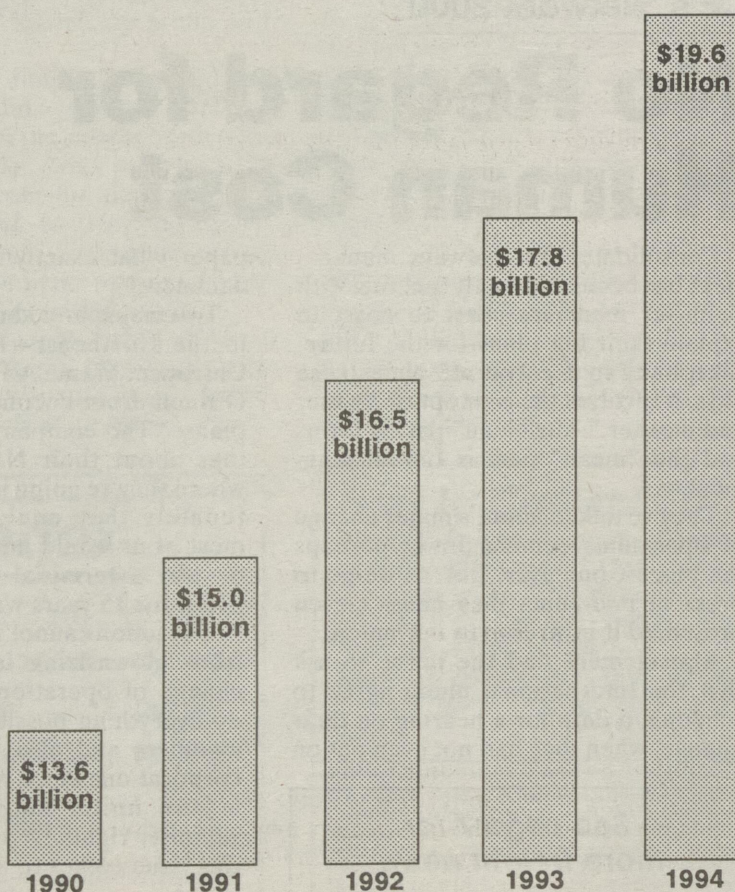
Officer	Shares Owned	Value at \$23.75
John W. Alden	123,871	\$2,941,936
John J. Kelly	114,841	2,727,474
James P. Kelly	157,141	3,732,099
Joseph R. Modorow	122,889	2,918,614
Kent C. Nelson	365,839	8,688,676
John W. Rogers	521,397	12,383,178
Charles L. Shaffer	121,273	2,880,234
Calvin E. Tyler Jr.	249,588	5,927,715

Additional members of the UPS board are not listed.

UPS Revenue in the '90s

Billions

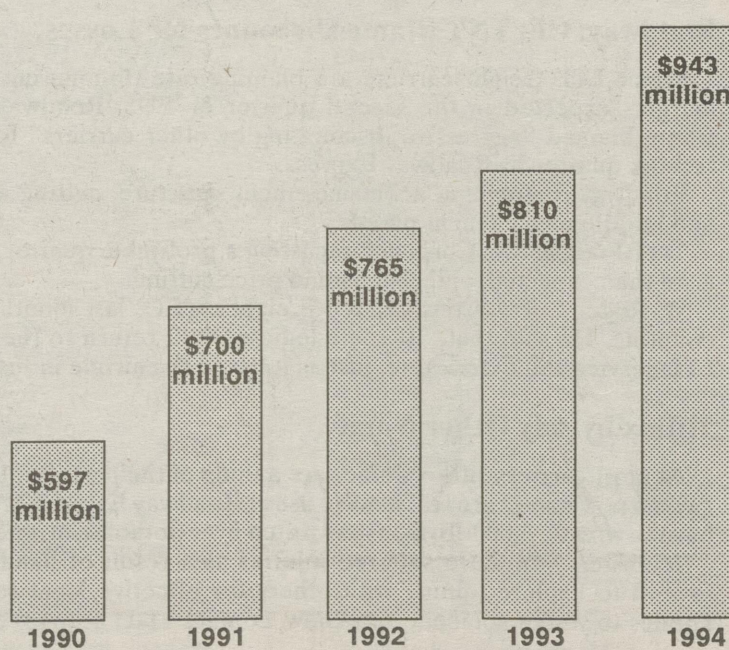
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\$13.0



UPS Profits in the '90s

Millions

\$950
\$900
\$850
\$800
\$750
\$700
\$650
\$600
\$550
\$500



Team Concept Fight Continues

UPS says it's willing to negotiate with the Teamsters National Negotiating Committee over its implementation of Team Concept. This constitutes a tacit admission by the company that at least some elements of their Team Concept and Self Directed Work Teams programs infringe upon mandatory subjects of bargaining as the union has charged.

However, it would be easy to make too much of UPS's willingness to come to the table over this program. It is a common UPS tactic to agree to bargain but then to stall and stonewall while they continue doing what they want to do on the shopfloor. We all remember how UPS signed an interim agreement guaranteeing Teamsters that they could demand bargaining unit help in the handling of over-70 pound packages when forced to by our health and safety strike. Nonetheless, UPS continues to bully members into handling these over-70 pound packages whenever and wherever they feel they can get away with it.

This may be what UPS has up its sleeve on Team Concept. Upon encountering stiff opposition from the union at the International level, UPS has been tentative and careful in its introduction of these new programs. Weak local unions are exploited and UPS proceeds to implement as it wishes. In locals where the leadership

has taken a strong stand, UPS has, for the time being, either backed off completely or tried to implement in a very muted and piecemeal fashion. They take what they can get based upon the level of resistance they get from the locals and the members.

The struggle over Team Concept will ultimately be settled on the shop floor, not at a bargaining table somewhere. For Team Concept to work it requires the cooperation of the workers involved. If local leaderships and rank and file Teamsters deny the company their cooperation, UPS's scheme will fall under its own weight.

Your Rights to Not Cooperate with Team Concept

(The following is reprinted from the Brown Dog News, San Antonio Local 657's news bulletin for UPS workers.)

The union has already filed a grievance on behalf of all, protesting the implementation of the Team Concept. You may also grieve specific violations that result from the activities or actions the company requires as a part of the Team Concept. You may also refuse to cooperate with the program. However, we caution you that if you are ordered to participate in any meeting for which you are paid, you

should go. You do not have to participate, but you must attend if you are paid. In addition, if you are ordered to participate in any way, you should do so and file a grievance with your steward afterward.

Possible Violations Include:

1. You are directed by another bargaining unit member in how to perform your job. Examples:

- A co-worker directs a package car driver to take or give up certain stops or make certain pickups.
- A co-worker directs a loader to change trailers or work in some other area.
- A co-worker directs a preloader to sort a certain door or trailer.

2. You are audited or evaluated by another bargaining unit member(s). Examples:

- You have an accident and a co-worker or a group of co-workers judge the avoidability of the accident.
- A co-worker who is training you fills out an evaluation of your performance and turns it in to management.

Write Your Grievance as Follows:

The Employer has directed bargaining unit employees to perform supervisory duties. Give specifics.

Union stewards and members are asked to protest any and all violations. Please file a separate grievance on each violation.

Don't get mad or blame any of your fellow workers for their actions that cause the grievance. It is upper management that is causing the problem, not your fellow workers.

UPS And Downs

UPS Marketing Goes Extra-Terrestrial.

As a worldwide sponsor of the Olympic Games, UPS has high hopes. In a letter accompanying the distribution of Olympic commemorative lapel pins, Jack Kelley, UPS senior vice president, writes, "As an Olympic sponsor, we have the opportunity to promote our extensive international delivery capabilities before a global audience estimated to reach 16 billion people." With current world population estimated as slightly below 6 billion one can only wonder where UPS hopes to reach that additional 10 billion potential customers.

In the true spirit of the international character of the Olympic Games UPS had their commemorative lapel pins made in Taiwan.

Lifestyles of the Rich and Famous.

If you worked at UPS corporate headquarters in Atlanta you might find the facilities more to your liking. You would have access to a rooftop garden including 9,000 square feet of manicured landscaping; an indoor and outdoor two-story cafeteria operated and staffed by the Marriott Management Services complete with a view of a stream flowing over rocks into the ravine; a professionally managed and staffed, fully equipped health and fitness center; and for you art lovers, over 300 pieces of abstract, contemporary, and historical art. Custom-designed office furnishings can be found in each work station. Chairs adjust to the user and include lumbar support, hydraulically-controlled height, adjustable arms, and back and seat positioning.

Family Medical Leave Act Rules Clarified.

As a result of a grievance filed against UPS by Allentown, Pa., Local 773, a memorandum of understanding has been reached between UPS and the Teamsters that further clarifies UPS policy on exhaustion of paid leave in order to satisfy FMLA leaves of absence. The FMLA allows employers broad authority to require employees to exhaust all paid leave, including vacation, sick days and personal days, while using the 12-week FMLA entitlement.

UPS interpreted this to mean that they could require an employee to substitute future leave, that may be earned, but is not yet available to the employee to use. Not so, says the new agreement. If earned paid leave is not yet available for the employee to use, UPS cannot require it to be substituted for FMLA leave.

Example: If by June 1995 you have worked enough hours to qualify for vacation time off in 1996, but you take family leave in August to tend to a sick son or daughter, the company may not require you to use up any of your 1996 vacation because you are not yet qualified even to bid on it until January.

In a further clarification, UPS finally agreed to comply with the law in agreeing that "UPS shall not require an employee to substitute paid sick leave for unpaid FMLA leave, when the leave is taken for the birth, adoption or placement of a child in foster care."

UPS Dispatch.

The Internal Communications Department of the UPS Airline is now producing a new publication to replace the *Big Idea*. Rather than the old magazine format of the *Big Idea* the new publication is in tabloid format and is named the *UPS Dispatch*. Well, imitation is the sincerest form of flattery.

BIZARRO Piraro

SO IT'S A DEAL — WE GIVE YOU UNCONDITIONAL AMNESTY THROUGHOUT THE NEIGHBORHOOD IN EXCHANGE FOR YOUR COOPERATION IN HELPING US CAPTURE THE U.P.S. GUY.



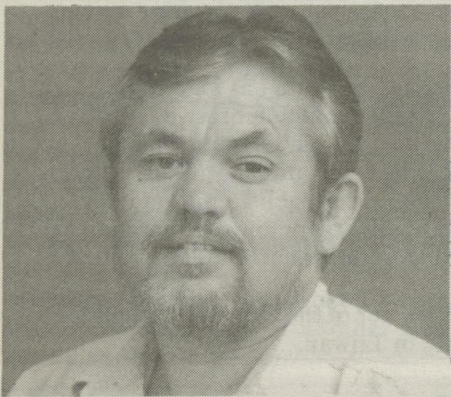
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Carhaulers Speak Out on Contract

Tom Hartman
Commercial Carriers
Local 120, St. Paul

I, like everyone else at CCI in Cottage Grove, Minn., was ready to go on strike the first chance we had. There are some of us still wondering why we didn't strike while feelings were high. But, after hearing the reasoning behind the choice made by our negotiating committee not to go on strike now, I agree that the timing isn't right. We should wait until the timing is on our side.

I know there are people ready to retire now and I feel for them because I only have four more years to go. But we have to get a good contract and that takes timing. We need to give our National Negotiating Committee a chance to get it right for us. We can't lose the momentum. Make your financial plan in the interim. Be ready and keep up your spirits.



Gerald Gieg
Commercial Carriers
Local 327, Nashville

I have always felt that the expiration of the carhaul contract should come in the fall of the year after the new models have been introduced. This is the game plan for our National Negotiating Committee. I'm behind them 100 percent. Carhaulers shouldn't get discouraged because we didn't strike on May 21. We should use the same enthusiasm that saw a 94 percent yes vote to strike and use it to get involved in the community and corporate campaigns in the coming weeks. We need to support Ron Carey and our negotiating committee. Let's strike when the time is right for us, not when the employers would have us.

Pete Farnsworth
Welder/Mechanic, E&L
Local 200, Milwaukee

Article 33 is very important to every Teamster in the carhaul industry. The ability to follow the work is crucial to long-term job security. The employers are not addressing this in their contract update to their employees. They want us to forget how very important Article 33 is.

The strategy of waiting to strike until the new models are released for shipment seems to be a good one. We want the leverage in the negotiations to be on our side. All the drivers in our terminal in Milwaukee agree with waiting to strike.

It's very hard to second guess our negotiating team since we don't have an inside view of the talks. I'm happy to leave it to Carey and Owens. I think Carey has done a great job so far of trying to get the union on the right track and I'm happy to support his decision.

Sam Fenn
Hadley Auto
Local 63, Los Angeles

This is all about Article 33 and job security. It comes down to the simple fact that the employers want to expand their nonunion subsidiaries much the way we have seen happen in the freight industry. One needs only to look at Con-Way and you get an idea of what's at stake. We can't let it happen to us. Weakening Article 33 is a clear and present danger to our job security and our future.

M.C. Jordan
Commercial Carriers
Local 528 Vice President
Atlanta

Eager to show the employer that we will strike to protect our jobs, carhaulers in Local 528 support Ron Carey's proposed "smart strategy." We're ready to strike when our negotiating committee calls on us to do so, whether it's tomorrow or in September. Getting a good contract is more important than just flexing our muscles. Cool heads and an intelligent plan, along with the solidarity of all carhaulers, is what it will take to get the job done.

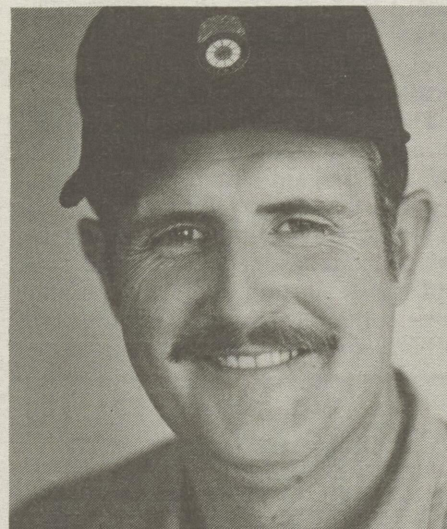
Mike Stanfill
E&L Transport
Local 299, Detroit

This latest letter from our employers, stained with their crocodile tears, saying, "Let's you and I be friends and you pick the fleas off of me and I'll pick the fleas off you," is a hollow attempt to get us to focus in the wrong direction. No thanks company, Teamsters have no fleas.

The letter, with limited explanation, highlights five items of major interest to all Teamster members. It is designed to mislead the rank and file on all aspects of our contract. The companies failed to elaborate about the language changes they demand on Article 2, sections 7 and 8, and Article 33, to name just two, that would make it impossible to enforce the five contractual items in their letter. Nonpayment of benefits would not be a strike issue, but rather a grievance item. Under the companies' expanded version of new traffic, Teamsters cannot follow their work. One Teamster local can negotiate independently on pay cuts that affect Teamsters at another local. These are just a few of the companies' demands for language changes in our next contract.

A call to strike may come at any time, so we rank and file carhaulers must remain ready to take all appropriate actions needed to assist our bargaining

committee. We must remain smart, patient and unified.



Jim Carothers
Steward, Commercial Carriers
Local 299, Detroit

With their so-called "work restoration" clause, the employers want us to believe we can underbid the railroads for the long-haul traffic. We can't, and there's no point trying to buy bad jobs with concessions. Instead we need a contract that will protect and secure the good jobs, which in fact will be mostly short haul."

If the employers don't come to their senses before the new models start coming off the lines, we'll have them where we want them.

Rick Duncan
Commercial Carriers
Local 414, Ft. Wayne, Ind.

The company is bombarding us with their propaganda and we receive little or no information from the union. Information is critical. The more informed a member is the better he will be able to make decisions that effect his future and that of his family. It will also be harder for the employers to spread rumors and lies.

We're all behind Ron Carey, we just need to be better informed about negotiations.



Mike Hadden
Cassens Transport
Local 604, St. Louis

The employers are well aware of the overall situation in the carhaul industry. They are also aware of the fact

that the dealerships are well stocked and prepared for a long strike by Teamsters if necessary. The concessionary package that they would have us live with is too much and they know it. With the proposed new-hire rate of 75 percent, weak "follow-the-work" language, and the companies' proposal to slash job security (Article 33), the membership needs to reject the employers' final offer.

We also need to send them a strong message that we are behind Ron Carey. With their letters to the members they are trying to drive a wedge between the members and our negotiating committee. If they succeed in doing so then we will see the strongest national agreement in the country go the same way as the freight agreement. Let them be warned. They won't divide us. They will only make us more resolved in our support for one another.

Gerald Hardwick
Provincial American
Local 89, Louisville, Ky.

It's very important to get a good contract with the employers. But it is also important that your union BA enforces it. We have grievances withdrawn and panel decisions in favor of the company that shouldn't happen. When the company holds drivers for three to five hours in airports for cheaper fares, they should have to pay drivers for delay time.

What we need is a good contract to protect our wages and for the union to enforce it. We feel Ron Carey is doing a good job cleaning up our union. We hope he will have time to look at our panel. We feel the Quad Cities panel should be eliminated. Also, all return transportation and delay time on driveaway be sent to the national panel.

M.L. Clark
Jack Cooper
Local 745, Dallas

Drivers at Jack Cooper here in Arlington, Texas, have really felt the sting of the employers' total disregard for our contract. We have watched our driver's board cut in half while our work is being given away to Safety Carriers.

To add insult to injury, road drivers are being forced to back haul out of Safety Carriers in San Antonio. This is work that was, and still should be, ours under Article 33.

Enforcement of our contract should be the number one priority. The loss of work and grievance panel reform need to be major concerns for our negotiating committee. The boldness of the company is so blatant that they automatically deny wage reviews, knowing that the grievance machinery is a slow and cumbersome procedure. The International needs to streamline this process and bring the full power of our union to bear on any employer who routinely violates the contract.

We support our negotiating committee, and hope they will look real hard at what's happening here at Jack Cooper.

Aggressive Employers, Aggressive Teamsters

continued from page 1

eager to take on the employer aggression with an immediate strike, the logic of the union strategy is compelling. A bulletin was mailed from the International union to all car haulers immediately. Local unions are holding meetings to discuss the issues, and a mail ballot will go out to Teamsters in late June.

Car haulers appear united in the face of the employer campaign, and a big

vote on their offer will be a good demonstration of that unity. The employers are fishing for help from old guard officials with their charge that Carey is "unreasonable," but so far the old guard is quiet.

The union remains open to any new offer from the employers. But car haulers need to prepare for a possible strike. At this point such a confrontation over one of our best Teamster contract appears more than possible.

Issues Worth Fighting For

Carhaul management's "final offer" includes the following points:

- **Expand double breasting.** The companies want to weaken the gains we made in Article 33 (work preservation) last time by allowing union companies to start non-union branches to get "new" work.
- **Local concessions.** The companies want to be able to approach individual local unions for deals that undercut national wages and conditions. It would play Teamster against Teamster and destroy our national contract.
- **Lower our standard of living.** The companies want to stick us with a one percent a year wage increase for four years—which would mean a big cut in our standard of living. (Ryder's CEO got a 37 per-

cent increase last year.)

- **Lower wages for new hires.** The companies want new hires to take three years to get up to union scale, starting at 75 percent. The companies also want to dilute our right to follow the work when traffic moves from one carrier to another, so there would be more new hires as we lose jobs.
 - **Eliminate our right to strike** over non-compliance with a grievance panel ruling or non-payment of pension or H&W contributions.
- Management has agreed to these union demands:*
- **Match freight contract** on pension and H&W contributions, to keep us at the top pension rate.
 - **Innocent till proven guilty** in our grievance procedure, except for violations of "cardinal sins."

1995 TDU Rank & File Convention

Oct. 13-15

Henry VIII Hotel, St. Louis

The battle for the Teamsters union is on. Soon locals will be electing delegates to the 1996 International Convention, delegates who will determine our union's future.

If you want to be part of shaping that future, make plans now to be at the TDU Rank & File Convention, Oct. 13-15 in St. Louis.

Reforms in Freight

Changes in Central Grievance Panel

Key union players have been changed in the Central Region Joint Area Committee (JAC), the grievance panel. For most freight Teamsters, it's a long-overdue move and a welcome step. The changes are effective beginning with the June hearings.

John Mozena (Akron, Ohio, Local 24) has been replaced as the union chair of the over-the-road committee by Mark Serafinn (La Salle, Ill., Local 722).

Les Singer (Toledo Local 20) has been replaced as chair of the local cartage committee by Doug Fistler (Detroit Local 299). These are the major sub-committees.

Frank Wsol (Chicago Local 710) has been replaced as chair of the Motor Carriers Labor Advisory Council

(MCLAC) committee by Bill Wright (Cincinnati Local 100). MCLAC is the separate employer group under the NMFA that includes several regional freight lines.

Many TDU members and other Teamsters have called for grievance reform, including removal of old guard officials from such positions. Even some old guard officials have attacked those removed; for example, John Neal of Indianapolis Local 135 has been highly critical of them.

With the industry in the state that it is in, there is no simple shortcut to increasing our union power to win grievances. But we should be able to get a larger dose of fairness and honest communication out of the Teamster leaders in positions like these.



Philadelphia Teamsters handbill and talk to customers at a General Motors dealership to put pressure on the largest shipper in the carhaul industry. Leafletting at dealers continues to put pressure on the carhaul employers, especially Ryder, which is GM's primary carrier.

No Vote is a 'No' Vote?

In February, Janesville, Wisconsin Local 579 owner-operators working for F.J. Boutell petitioned to vote on proposed changes to their weekend sign-in and holdover procedures. Principal officer Darrell Shelby mailed two ballots with instructions to all affected drivers.

The instructions included the following words of warning: "Failure to return a ballot, will constitute a no

vote." Apparently Shelby forgot to read his IBT Constitution. Nowhere does it say "failure to cast a vote means your vote will count the way I say."

The membership and General President Carey pointed this out to Shelby a few days later. But by then the employer had mysteriously decided they no longer agreed to any proposed change in procedures and no vote was held. Go figure.

CF Change of Operations

No Regard for Human Cost

continued from page 3

tions. Teamsters at Pocono have set up their own committee to undercut rumors and to send representatives to the change of operations hearing, with petitions.

Our union should also turn up the heat on CF, such as taking the strongest stand on every CF grievance.

Maybe it's time to take a look at a major organizing drive at the Con Ways. Reports indicate that a certain amount of support is out there. The Carey administration has shown with the Overnite campaign the will and ability to take on such a campaign. Let's develop our plans for CF's future.

Carolina Change of Operations

Carolina Freight is about to undergo another change of operations which will close the mother-terminal at Cherryville, N.C. There is a net loss of over 140 jobs in the change, as Carolina tries to become profitable by emphasizing regional and inter-regional freight.

Cherryville Teamsters—drivers, dock and mechanics—include many who helped to make Carolina into a billion dollar a year (revenue) corporation.

Teamsters at Cherryville have organized to protect their right to exercise their seniority. In the 1994 change of operations, the company pledged to maintain a certain level of work at Cherryville. They didn't live up to that, and, as a result, they laid off senior drivers there. Those drivers are demanding simple fairness: that they have the right to bid into the pool in this change. The change of operations meeting is set for mid-June.

Overnite Organizing Update

Organizing at Overnite Transportation continues, both at already-organized terminals and in new areas.

Meanwhile, the National Labor Relations Board (NLRB) has taken an unusual step to curb Overnite's pattern of intimidation: the Board is seeking a national court injunction.

On June 13 the board voted to seek a nationwide federal injunction prohibiting such tactics as threats and promises used against the union or union supporters.

Also anticipated are more moves by the NLRB for "bargaining orders." These are issued at terminals where company law breaking has been so extreme that a fair election on unionization cannot be held, and where the union has shown majority support through authorization cards. These orders have already been issued at terminals in Bridgeton, Mo. (Local 600), Bensalem, Pa. (Local 107), Charleston, W.Va. (Local 175) and Louisville, Ky. (Local 89).

INSIDE OUR UNION

International Teamster Convention

Experiences of a Rank and File Delegate

1991 marked the first time that delegates to the International convention were elected by the members in every local. This was a busy and exciting time for TDU members and other reform Teamsters. Most rank and file Teamsters had never attended a Teamster convention, let alone be a delegate to one. TDU conducted intensive workshops to train and prepare delegates.

And the delegates came through. They spoke up for the rank and file on the convention floor. They won the right to vote on contract supplements. They nominated the Ron Carey slate, and put on a nominating rally that made the old guard officers realize we were a force to be reckoned with.

We will need to elect even more delegates to the 1996 convention, but we have a wealth of experience to build on. Below, David Dethrow, UPS chief steward in St. Louis Local 688, relates his experiences as a delegate to the historic 1991 convention.

While the 1991 delegate elections were difficult, they were also very rewarding. Myself and other hard working members won all 14 delegate seats and four alternate positions in Local 688.

We prepared well for the five-day convention. We knew we would be outnumbered by as much as seven to one.

When I arrived at the Dolphin Hotel in Orlando, Fla., my first order of busi-

ness was to register as an elected (rank and file) delegate. This in itself gave me much pleasure, as well as pride.

Monday, June 24, the first day of the convention, was a real eye opener. The halls within the hotel were packed with many diverse characters. The majority were the uncontested old guard local officers, along with their towering body guards, there to protect the old guard from each other, I guess. Twenty-eight huge guys, who drove night and day from San Francisco to support Lou Riga, would constantly chant "Riga, Riga." I felt these guys had a lot of heart (but very little support).

To enter the convention room, a government official would check your identification badge. These badges contained an identification photo and also a bar code, which was scanned to allow for even tighter security. When I set foot on the convention floor I was amazed. There were thousands of people in the room. Giant screen monitors were mounted on the walls on each side of the room. Observers from the Election Officer's staff were stationed throughout the floor. And there we were, the hard-working, rank and file Carey supporters.

Delegates sat in areas marked by their joint council. My council included people like JC 13 president Robert Sansone, who was later removed by U.S. District Judge David Edelstein for wrong doing.

The old guard had done everything possible to weasel out of the Consent Decree that they had signed, and they clearly demonstrated their position on the first day. A motion to reject the consent decree was made by Chuck Mack, one of R.V. Durham's running mates. I still recall that while this debate was on the floor I thought, "Will our union be put into trusteeship?" Knowing that the same S.O.B.s who continue to rape our union were defying an agreement was alarming, especially with Judge Edelstein ready to put the hammer down.

I recall the delegates booing President Billy McCarthy, only to hear McCarthy say, "I am packing it in, and so are a few others." This drew great applause from the floor.

The convention was certainly hard work, although exciting, for all reform-minded Teamsters. It didn't end at the closing of the sessions each day. We would meet after dinner to discuss what had happened, what we had accomplished, and what we would attempt to accomplish the next day. While we were working after hours, the old guard was busy with parties at the members' expense.

In five days the convention was over. We nominated our whole slate of candidates. We made solid progress in making our Teamster constitution more democratic. We left the convention proud, and ready to move on to the election for International officers.

Delegate elections during 1991 were

tough. A major obstacle was proving to the Election Officer that a mail referendum was needed. Fortunately all of that pre-election work is not necessary for the next delegate elections, because all locals will have mail-ballot voting.

It's unfortunate that in the 1991 elections more than 50 percent of all delegate elections were uncontested. So, in the words I still recall from Doug Mims at the 1990 TDU Convention in Detroit, "Get off your ass, and get to work."

Delegate Facts

RULES. The independent Election Officer, Barbara Zack Quindel, will oversee delegate elections, along with the entire election process. To get a copy of the "Rules for the IBT International Union Delegate and Officer Election" call the Election Officer at 1-800-565-VOTE.

TIMING OF ELECTIONS. Most locals will hold elections in the fall of this year or winter of 1996. Members of seasonal locals will vote this summer (see chart this page for dates of elections in these locals).

Locals will be required to post the date, time and place of nominations and elections on all local union bulletin boards.

ELIGIBILITY. In order to run, you must be a member in good standing for the 24 months before the nominations. To check your eligibility, contact the Election Officer.

THE JOB. Delegates serve for five days, July 15-19, 1996, at the Teamsters convention in Philadelphia. This convention is the highest body of our union.

The IBT Constitution is reviewed and may be amended at the convention. Any delegate may propose or second an amendment. All delegates vote on any proposed change, and a simple majority (50 percent plus one) can pass an amendment.

Delegates also nominate candidates for General President, Secretary-Treasurer, the General Executive Board and Trustees. Five percent of the delegates are required to vote by secret ballot for a candidate to appear on the ballot.

Delegates also may propose and vote on resolutions concerning the direction of our union.

Delegates are not paid for their services. The local union does pay delegates' actual and reasonable expenses for travel, hotel, per diem, and lost-work time for rank and file delegates.



Rally in support of the Ron Carey slate in the halls of the Dolphin Hotel at the 1991 IBT Convention.

Delegate Elections in Seasonal Locals

The locals listed below will hold early elections for delegates to give seasonal workers a greater opportunity to vote. The number of delegates and alternates to be elected, date of nominations meeting and date that ballots will be counted is included in the Local Union Plan filed with the election officer.

Local	City	# Del.	# Alt.
94	Visalia, Calif.	1	1
186	Ventura, Calif.	2	1
228	Sacramento, Calif.	3	2
231	Bellingham, Wash.	2	1
252	Centralia, Wash.	1	1
305	Portland, Ore.	6	2
556	Walla, Walla, Wash.	2	1
601	Stockton, Calif.	5	3
616	Fresno, Calif.	2	1
670	Salem, Ore.	9	
679	San Jose, Calif.	2	1
746	Fresno, Calif.	1	1
748	Modesto, Calif.	8	5
760	Yakima, Wash.	6	2
788	Mt. Vernon, Wash.	1	1
857	Sacramento, Calif.	3	1
890	Salinas, Calif.	9	3
912	Watsonville, Calif.	3	1
952	Orange, Calif.	14	10

TDUers File against Hoffa, Real Teamster Caucus

Old Guard Use of Union Funds to Campaign Put Before Election Officer

On May 24 election protests were filed with the Election Officer (EO) that may determine whether or not old guard Teamster officials can dip into union funds to campaign for Junior Hoffa and against Ron Carey. The EO may take some time to investigate this important issue.

Several other important protests were filed by TDUers and reform Teamsters as well on that date. May 24 was the last date, under the Election Rules, that protests could be filed on alleged violations that occurred over the past three years. Now protests are to be filed within two days of learning of the violation.

Old guard officials, including Junior Hoffa, Chuck Mack, and Ben Leal, also filed protests prior to the deadline. They were lodged against Ron Carey, the International union, or TDU.

Real Teamster Caucus: Old Guard Piggy Bank

The protest filed by TDU members alleges that:

- The Real Teamster Caucus (RTC) was formed by old guard officials as

Insiders Say Mack Will Run with Hoffa

A few weeks ago, Chuck Mack told his supporters that he had no intention of running for International office and would concentrate on this year's Local 70 officers election campaign. Now Local 70 insiders who hang out at Francesca's claim that Mack and James Hoffa Junior have agreed that Mack will be on the 1996 Hoffa-Hogan slate in opposition to General President Ron Carey. The insiders say that Mack had earlier soured on the Hoffa candidacy when Hoffa Junior named Bill Hogan to the second spot on the slate.

If it's true that Mack has cast his lot with Hoffa Junior, many ordinary members will be disappointed. Once upon a time Mack's behavior was interpreted as a smart, though devious, way to stay in office. Even Mack's display of a full-color portrait of Presser was laughed off with a knowing wink. Critics were told that it was just a matter of time before Mack would live up to his public image of an educated, smart, clean labor leader well suited to these times. However, the 1996 election could be Mack's last chance to make up for his go-along, get-along support of the Fitzsimmons-Williams-Presser troika that set our union up for a government takeover.

Even by staying neutral Mack could have helped repair his sagging reputation. But the word on the street is that Mack will carry Hoffa and Hogan's water in 1996, and the remaining die-hard Mack followers will dust off their once-discarded Hoffa-Mack caps.

Reprinted from Teamster Fax Release, an independent West Coast newsletter.

a campaign vehicle, using union funds from at least 28 different Teamster treasuries. (See list in separate article on this page.)

- Internal memos obtained from the RTC make clear its true purpose, to remove Ron Carey from office.
- The RTC has issued over 60 bulletins, all faxed, reprinted and distributed with union funds, including the locals that distribute them; virtually all of them are anti-Carey campaign material.
- RTC meetings are funded by union dues, as millionaire officials and their supporters travel on the union tab to their meetings in Chicago, to a rally in Washington, D.C., against Carey, and more.

Hoffa as Ghost Employee

Other protests allege that Junior Hoffa, who is supposedly employed by the Michigan Joint Council as an administrative assistant, spends most of his time campaigning. He is invited to speak by old guard officials and travels with union funds to do so. Hoffa also owns a law firm, and is thus an employer and prohibited from contributing anything of value in support or opposition of any candidate, a protest alleges.

There are protests against several union publications put out by locals and joint councils that constantly attack Ron Carey, with obvious campaign effect. Others deal with local unions bringing in anti-Carey speakers on union funds.

Old Guard Protests

The old guard officials also filed

Judge Switches Election Officer

On May 30 Judge David Edelstein appointed new Teamster Election Officer Barbara Zack Quindel to oversee and conduct the IBT election for delegates and officers. Quindel replaced Amy Gladstein.

Judge Edelstein removed Gladstein from the position to avoid any appearance of nepotism in the operation of the Election Office. Gladstein intended to use the services of her law partner and husband, James Rief, as part of the legal team for the election.

Although Gladstein was supported by Judge Lacey and others involved in the supervision of the Teamster election, Judge Edelstein replaced her.

Quindel, the new Election Officer, is a labor attorney based in Milwaukee who until her appointment served as a Regional Coordinator for the 1995-96 IBT election for Wisconsin and Minnesota and was Regional Coordinator for the same area during the 1990-91 election, so she is very familiar with the whole operation. A smooth transition is anticipated.

The Election Rules and most key personnel are already in place.

some protests prior to the deadline. Hoffa protested that the *Teamster* magazine has carried too many articles on pension fund corruption and this constitutes campaigning for Carey. Also that Carey's opponents, namely Local 41 president Phil Young, have not had their pictures in the *Teamster* magazine. He calls on the EO to "immediately take control of the *Teamster* magazine." (Meanwhile, Hoffa is lobbying conservative Senators like Orrin Hatch [R-Utah] to try to cut off funding and eliminate the Election Officer altogether.)

Northern California Joint Council 7 president Chuck Mack, who ran last time on the Durham Millionaire Slate, filed a protest against Ron Carey convening a fact finding panel on the Real Teamster Caucus. He alleges that this action constitutes a threat to him, and is therefore a violation of his free speech. Mack's Local 70, JC 7, and his

Fact Finding Panel

Real Teamster Caucus Funds, Goals

A union fact finding panel appointed by Teamster president Ron Carey has produced a report on the Real Teamster Caucus (RTC), its funding, and its goals. The RTC, also called the "Royal Teamsters," is the outfit launched in 1994 by old guard officials who lost the 1991 IBT election to the Ron Carey slate.

The two-volume report, delivered to Carey in late May, contains many documents that have already been made available publicly or through leaks. But it also contains much information not previously available.

The RTC admits to receiving direct monetary payments from at least 28 separate union treasuries, in a letter to the panel. The RTC lists as its funders: joint councils 7, 10, 16, 18, 25, 41, 42, 43, 64, and 80; locals 28, 70, 78, 111, 122, 191, 391, 444, 470, 515, 554, 630, 840, 848, 891, and 1150; the Ohio Conference and the Texas Conference. The RTC refused to provide any figures on how much dues money it has received

brother's Local 78 all fund the RTC with members' dues money.

Jerry Halberg, who publishes an anti-TDU, anti-Carey sheet called "TOLD" filed a protest claiming that TDU is employer funded because charitable foundations donate money to the TDU-affiliated Teamster Rank and File Education and Legal Defense Foundation. "TOLD" claims that Judge Edelstein changed the Election Officer because the first EO, Amy Gladstein, was investigating this protest against TDU!

International trustee Ben Leal, another member of the Durham Millionaire Slate in the 1991 election, protested that his suspension from office was designed to keep him from running for office in 1996. Leal was suspended for four weeks as a result of being found guilty on charges involving union payment of legal fees for his daughter.

directly in cash or indirectly as union payments to fly officials to its meetings, copy its literature, etc.

The panel's report contains internal memos from the RTC regarding its strategy. One of them, from the RTC's public relations firm, outlines a plan to "go for Carey's throat" and get him removed from office. Failing that, it states, the caucus' goals will be to "elect delegates in 1995 and fight the election in 1996."

All Teamsters are entitled to aim for those goals. After all, TDU is also a caucus of Teamster members fighting for its goals.

But no political caucus can legally be funded with union dues. When this internal material was brought to light, RTC leaders claimed they didn't really mean all that, and they are just an educational organization, not an anti-Carey formation.

Only people really accustomed to lying could try to say that with a straight face.

The Kind of Representation We Need?

At a Kansas City stewards seminar in February of this year, James Hoffa Junior blamed Ron Carey for the passage of recent anti-worker legislation including NAFTA and state deregulation and the failure of the anti-scab bill.

Hoffa is quoted in the February *Labor Times News* as stating, "During this period of time, Ron Carey had gotten rid of Tim Scully and Dave Sweeney, two people that represented trucking interests (our trucking interests, our Teamsters interests) on Capitol Hill. Together they had 40 years experience, and he let them go?"

Where Are They Now?

Wondering what happened to these experienced labor lobbyists?

Tim Scully, former number two per-

son in the IBT legislative Department, is now a corporate lobbyist in Washington for Miller Brewing, a major Teamster employer.

Dave Sweeney, the former chief IBT lobbyist, is now a consultant to the Washington office of United Parcel Service. Sweeney did manage to leave an impact on our union, however. DRIVE and Sweeney, its treasurer at the time, have been charged by the California Fair Political Practices Commission with violating the Political Reform Act. The agency said DRIVE failed to file proper financial reports for the years 1989 to 1991, and must pay a \$24,000 fine.

If Hoffa gets elected will lobbyists from Miller Brewing and UPS be back on our payroll?

Philadelphia Local 470

Bylaws Fight for Elected Stewards Ends in Draw

Something happened at the May 21 Philadelphia Local 470 meeting which has not occurred in a very long time — the members stepped into the ring and won a split decision over their incumbent officers. In a country that prides itself on being a democracy, it isn't clear how the leaders of Local 470 can keep a straight face while they oppose the democratic election of shop stewards. But Local 470 president Joe Sullivan & Co. did just that, opposing a motion to change the local's bylaws so that stewards would be elected by the members they represent.

Round one went to the members: they brought the proposal for elected stewards to the floor, and established that only the members present would be able to vote. The last time this proposal came up, Sullivan & Co. used absentee ballots that their friends had mailed in to defeat the election of stewards.

Round two went to the incumbents: Sullivan ruled that the vote would be by a standing division of the house, which meant that he could see who had the nerve to vote against him. He ruled a motion for a secret ballot out of order. To try to intimidate people from voting, Secretary-Treasurer Thomas Hummel walked down the middle aisle ordering people to sit down.

BA Wins Election Despite 'Count Till You Get It Right'

Last fall in Worcester, Mass., Local 170's officer election Vic Nuzzolilo was declared a winner in his bid to retain his business agent position. Later that day Vic was informed he had lost. Then there were more counts and different results. After four counts of the ballots Nuzzolilo had lost and the next day he was told to clear out his office.

Now, following a Department of Labor (DOL) recount of the ballots and a decision by the General Executive Board on Nuzzolilo's appeal of the election, "Nuzzy" is back, after the DOL found that Nuzzolilo had in fact

Round three went to the members: despite the lack of a secret ballot, a solid majority voted 136 to 124 to change the bylaws.

Round four went to the incumbents: Sullivan ruled that since it takes a two-thirds vote to change the bylaws, he would still be in charge of appointing the stewards. Notice that there is nothing in the bylaws that prevents the officers from following the wishes of the majority and scheduling elections of stewards and appointing the winners. Apparently Joe Sullivan doesn't want the majority to have its say in the local.

Despite the fact that the members won two rounds and the officers won two, objective observers consider this a victory for the members. Not only did they win a majority, but they did it with a majority that displayed their opposition publicly. Besides, many of those who voted against democracy were themselves appointed stewards who would have to stand for election if the bylaws were changed.

An important rematch between the members and the incumbent officers is scheduled for next fall, when the United Teamsters Slate, which organized for elected stewards, gets a chance to deliver a knock-out punch to the incumbents. That election will be by secret ballot and majority rule.

won his race for office. The DOL count on its own had no weight, but a report was filed to the International by International rep Gene Moriarty, and based on those findings the GEB overturned the election result in that one race. Two other affected races remained unchanged after the DOL count. Ernie "count till you get it right" Tusino installed Nuzzolilo shortly thereafter.

The decision continues to demonstrate Carey's emphasis on running free and fair elections and his willingness to use constitutional powers to insure honest local union elections.

New York Regional Women's Conference

The first hot, muggy day of the year couldn't stop 150 women Teamsters from 28 local unions from participating in the first New York City regional women's conference. This was one of many women's conferences being sponsored by the IBT Human Rights Commission and Education Department. The crowd welcomed tractor trailer and van drivers, a city sanitation worker, parking lot cashiers, factory workers, library workers, photo finishers, UPS drivers and loaders, clericals and nurses. Especially hearty welcomes were given to contingents from Boston, Cleveland, Atlantic City, N.J. and Allentown, Pa., as well as to women officers and business agents from a variety of locals.

Two sessions included workshops on health and safety, legal rights, sexual

harassment and discrimination, leadership skills, demystifying your contract, bargaining for women and family friendly benefits, and understanding the union.

The final session was led by International VP Diana Kilmury, who inspired everyone to "think big" on where to go from here. She and members of the audience spoke on how great it was to meet each other and receive encouragement from other women members.

Representatives from all the locals present agreed to form an ongoing network to organize more conferences and educational events for women members in the area. Everyone pledged to get more information out to more members so that more women will get active in our union to make it stronger.



Retirees Picket Central States

Nearly 400 Teamster retirees picketed outside the offices of the Central States Pension Fund May 22 to demand an increase in benefits to Teamsters who retired prior to 1987. Picketers ranged in age from 65 to 85 and came in buses from across the region. Fund Director Ronald Kubalanza was nowhere to be seen but the retirees got a warm reception from Teamster clericals who work inside the building. They raised over \$300 to help supply lunch for the retirees.

Petition to Toss Tusino

At the June Connecticut Joint Council 64 meeting, Local 559 president and IBT vice president Tom Gilmartin introduced a resolution that the joint council call for the resignation of Ernie Tusino as co-chair of the New England Pension Fund for his "... dereliction of his duty to protect New England Teamster members who deserve a 25-and-out benefit and the strongest possible leadership ..."

The motion was tabled, but the campaign to seek Tusino's ouster is picking up. Teamster members in JC 64 and JC 10 covering the rest of New England are circulating a petition across the area in support of the resolution's language.

Word is a similar resolution will be introduced at the JC 10 meeting scheduled for July.

Members and officers have been hearing promises of a 25-and-out benefit from Tusino for over a year now but have yet to see dime one. This, despite a fund that has one of the highest contribution rates in the nation and is over 80 percent funded.

Copies of the petition will be available and discussion of the situation will take place at a TDU sponsored organizing rally, 10 a.m. June 24 at the 4-H Conference Center in Ashland, Mass. Call (508) 697-3431 for more information.

Central States Pension and H&W Funds

What's Our Money Doing?

One of the brothers was kind enough to loan me his copy of the Fund annual return/report for the year ended Dec. 31, 1993. Wow, were my eyes opened up, and so will yours be when you check some of the figures below. Keep in mind that the officers of the fund are not accountable to the membership and are not elected by the membership, so they may not always have our best interests in mind.

The Pension Fund

The executive director, R. Kubalanza, was paid \$178,125 for the year.

The entire staff of the fund was paid \$13,878,982. There were 529 people on the payroll.

Net assets at the end of the year were quite respectable: \$12,873,271,971. Yes, that's billions.

Employer contributions to the fund were \$80,413,981. It's interesting to note some of the corporate names that the fund had investments and assets in, that provide an income to the fund: KMart, Norfolk-Southern, Union Pacific, Coca-Cola, Fed Ex, GMAC, Loews Corp., Philip Morris, RJR

Holdings, Safeway, Sears, Time-Warner, and Merrill Lynch.

The Health & Welfare Fund

The executive director, R. Kubalanza (haven't we seen him somewhere else?), was paid \$100,195.

The staff of the fund was paid \$16,830,982. There were 652 people on the payroll, however 467 of those also worked for the other fund.

Net assets at the end of the year were apparently healthy at \$132,251,344.

Employer contributions to the fund were \$704,182,386. Nearly \$220 million was invested in government securities, among other things.

Then there was compensation paid for services rendered to the plan to the tune of \$9,736,894.

If any member would like a copy of the fund reports (76 pages), you have a right to request them from the funds at 9377 W. Higgins Rd., Rosemont, Ill. 60018-4938.

Reprinted from *My Very Own Little Newsletter*, a rank and file newsletter edited by Dennis Anderson in Columbus Local 413.

LETTERS FROM OUR MEMBERS

Pay Attention to Your Pension

Like myself, I believe most of you have been doing the same thing throughout the years. That is, working long and crazy hours to provide a living for ourselves and our families in an industry that does not provide much time for us to do anything else.

Over the years one of the last things on my mind was our pension fund. Retirement is something young people block out of their minds.

But the time is here, right now, for everyone involved to pay attention and educate yourselves on all aspects of your pension fund.

In the New England pension fund I

qualify for a 30-year special service pension that presently pays \$2,000 a month for the rest of my life (provided the fund doesn't get flushed down the toilet). A lot of people might say "that's great" but I'm not sure it's so great for someone who wants to retire in their 50s, is married, and needs to continue their health coverage. Between health premiums and the surviving spouse reduction that's \$500 per month right there.

If you haven't gotten one yet, request a summary plan description from the pension fund office. This booklet is very good and should be read thoroughly by everyone. It explains the different benefit levels and options for retirement. The number

of choices makes you feel like you've walked into a McDonald's.

I'm sure your fund trustees will tell you we have one of the best plans around. We don't have a 25-and-out that matches Central States like they said we would, and our 30-and-out lags behind as well. It's simply not enough right now so that those of us who want to "get out of the business" can do so.

That's why young people should get involved in how their pension fund is run. They will move up the seniority list pretty quickly if all of us older people who want to can afford to get out. As the baby boomer generation gets older we need to make sure our fund trustees are making prudent investment decisions that will ensure steady growth and continued healthy benefits for 25 and 30 years of service.

Take a close look at the financial statements of the pension fund, not just the annual report but the form 5500s the funds are required to file with the Department of Labor. We have a right to a copy of these documents.

I've had many conversations with one fund trustee here in New England. I have never met any of the other trustees, but if they are anything like the one I've been talking to, we have problems. I suggest we start putting pressure on the trustees. Find out how much they know about the fund and how many pensions they will collect upon retirement.

We need trustees who make decisions in the best interests of the membership. Presently, the trustees in New England are accountable to no one but themselves.

Ed Saucier
Local 170, UPS
Worcester, Mass.

Thanks to TDU

I retired in 1992 after 33 years with Roadway Express.

I joined years ago, first with PROD, which merged with TDU. God bless all the TDU staff for everything accomplished that would have been impossible without you.

Tracy Gerasimo
Local 519, Roadway, retired
Knoxville, Tenn.

Women's Conference

I just returned from the IBT Regional Women's Conference in New York. This was a great opportunity for Teamster women in this area to meet and share concerns. In the various workshops we found out that, other than being female, we shared a very common interest: the desire to know more about our union and what it means to be a Teamster.

The "Legal Rights in the Workplace" workshop gave me information I found to be most helpful. This workshop was packed. We left there armed with packets of the resources available to us so that we

can begin to help ourselves.

Unlike the leadership of the past, our present administration does want the members to be involved. These conferences are being held in different areas so that everyone has a chance to go. I hope that all my sisters take advantage of these conferences. This is clearly another example of change in our union.

Laurie Kelly
Local 25, Hertz
Boston

The True Spirit of Teamsters

In January 1995, I was discharged by UPS for excessive absenteeism, and in May of 1995 my case was heard in Rapid City, S.D. I thank all of the employees at my center and the other centers for their overwhelming support and benevolence that allowed me to attend that hearing. I am very proud of these Teamsters and proud to be their steward and friend.

Once again they have demonstrated their unity in contesting an injustice. They understand the true meaning of spirit and solidarity. Upon returning to work I was met with smiles and a hearty welcome back. I wish to thank all of the employees — part-timers, full time, package drivers and feeder drivers — on behalf of my family.

Dale D. Ford
Local 688, UPS steward
St. Louis

TDU Meets

ATLANTA
Second Saturday each month
7:30 p.m.
John C. Birdine Community Center
15 Lakewood Way S.E.
Guest Speaker: Don Stone

BUFFALO
Saturday, June 17
1 p.m.
Radisson Hotel
4243 Genesee Street
Stewards Training Video
Guest Speaker: Bob Machado

EAST BAY, CALIF.
Saturday, Aug. 12
10 a.m.
Call (510) 653-3865 for information.

EASTERN MASS./R.I.
Saturday, June 24
10 a.m. Organizing Rally
4-H Conference Center
466 Chestnut Street
Ashland, Mass.
Speaker: IBT VP Tom Gilmartin
Call (508) 697-3431 for information.

JACKSON, MICH.
Sunday, July 16
11 a.m.
Holiday Inn, Exit 138 off I-94

SOUTHERN CALIFORNIA
Sunday, Aug. 6
10 a.m.
VFW Hall
101 S. Main St., Pomona, Calif.

How to Distribute Convoy Dispatch Without Really Trying—and Why

Recently a TDU member asked, "Have you considered taking out ads in local newspapers, or on TV?" We have considered it, but a rank and file organization like ours doesn't have the money to buy advertising, even in a very small way.

Instead we have our paper, *Convoy Dispatch*. With many articles and letters written by members around the country, *CD* is the best means to communicate among ourselves. Even more important, it is the best way we have to reach rank and file Teamsters. It is our tool to build our TDU movement.

Eighty percent of the copies of *Convoy Dispatch* that get out are distributed by TDU members who order bundles.

Hundreds of Teamsters get a small bundle shipped to them each issue to distribute to fellow Teamsters. **But more are needed, especially in the critical period ahead.** Just before the 1991 IBT election, 200,000 *CDs* were distributed. The Ron Carey slate won with 189,000 votes. Some Teamsters may feel they don't have the extra time to help spread the word. But it doesn't have to take much time. Following are some ways Teamsters get the word out.

In the previous election season in the Evergreen (Seattle) Chapter, one member had several hundred copies of *Convoy Dispatch* sent to his house, but he didn't distribute them all. Instead he set the papers on his front porch. Other members of the chapter came by to pick up papers as they needed them, for the work-site, a local union meeting, etc. When chapter members cam-

paigned at new barns, they would leave a bundle of *Convoy* with Teamsters they had met to pass on.

The Gateway (St. Louis) Chapter, among others, buys a large number of each issue from chapter dues. Instead of going to a central location, the bundles are shipped to various members, according to how many each needs.

One member of the Indianapolis chapter, who works at a big UPS center, orders 100 *Convoy* to stuff lockers with. Recently, he made a double order, just before a special TDU meeting, to stuff every locker in the place with *Convoy Dispatch* and a flyer. A freight driver in the chapter keeps papers with him in his cab. Everywhere he goes he has *Convoy Dispatch* to hand out to anyone who wants to talk union. If he has any left over, he'll leave a few in the restaurant or the drivers' room.

UPS Teamsters in the Bluegrass (Kentucky) Chapter, recently ordered an increase in their bundle as part of a campaign at UPS. Later, as the campaigns for delegates and to support the Ron Carey Slate pick up, they plan to do the same.

Other creative ideas for distributing *CD* will occur to readers. Remember that, however you distribute *Convoy Dispatch*, however many (or few) you can hand out, you are building TDU, the union, and the reform movement. You are laying the foundation for victory at the 1996 IBT Convention and the rank and file election of officers to follow.

Order CONVOY DISPATCH by the Bundle

Bundles are sent each issue. Prices per issue:

☐ \$3 for 10 ☐ \$5 for 20 ☐ \$8 for 50 ☐ \$12 for 100

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (_____) _____ Company _____

Return to: TDU, Box 10128, Detroit, Mich. 48210

WHY YOU NEED TDU

■ TO PROTECT YOUR RIGHTS.

TDU was the **only** organization leading the fight to win our Right to Vote, and we won! Now TDU leads the fight to keep the right to elect our convention delegates. Recently TDU was the **only** organization fighting for improved Election Rules, and we won them. TDU is there for you, to advise you on your rights, and to protect and expand your fights.

■ FOR TEAMSTER REFORM, NOT OLD GUARD RETREAT.

TDU spearheaded the election of reform delegates in 1991 and worked for the election of the Carey Slate, and we won. Now TDU is again spearheading the fight, against Junior Hoffa and his old guard friends and employer allies. TDU is working for a more democratic Teamsters union, from the locals to the International.

■ FOR TEAMSTER UNITY.

TDU is the **only** organization of Teamsters working together nationally for better contracts, to promote solidarity, and building a stronger labor movement. We're not just in one local or industry — we're in all crafts and hundreds of locals, and we work together. Whether it's carhaulers working for a better contract, supporting the Diamond Walnut strikers, organizing Overnite, or Teamsters who want to reform their local bylaws ... TDU is there to help.

■ TO EDUCATE OURSELVES.

TDU is not just about leaders, it's about Teamsters like you. TDU is the organization with the facts, the truth, and the guts to tell it like it is. TDU is there to help you become a better informed Teamster.



"You need TDU, and TDU needs you. The future of our union is up for grabs. Join us in making our union the best and the strongest"

Al Adams

Local 407, Yellow Freight, Cleveland

WHY TDU NEEDS YOU

■ TDU IS INDEPENDENT.

TDU is 100 percent funded, owned and operated by Teamster members. We don't get a dime from union funds. TDU is non-profit and non-corruptible. That means we depend on concerned Teamsters like you for our support.

■ TDU IS ONLY AS STRONG AS THOSE WHO JOIN.

A pat on the back won't do it. TDU needs Teamster members to take that one small step forward, to join. TDU keeps your membership confidential and you will be committing just \$35. But you will be an important part of those who make it all happen.

■ TDU NEEDS TO HEAR FROM YOU.

TDU has provided leadership for the reform of our union because we take the best ideas from all kinds of Teamsters. We need your input, your ideas, and your questions.

■ TDU KNOWS THE TIME IS NOW.

The future of our union is on the line in the next 18 months. We're going forward or we could be set back, to the Presser McCarthy-Hoffa model of union dictatorship. Now is the time to do your part.

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

☐ Other _____ Optional: Spouse's name _____

☐ \$35 one-year's membership & subscription to *Convoy Dispatch*.

☐ \$85 three-year membership fee. (\$10 shall be rebated to the local chapter.)

☐ \$20 for spouses, retirees and Teamsters who gross less than \$17,000 a year.

☐ Check or money order

☐ Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential from employers.
TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers.